Benefits Administration

Benefits Administration offers a flexible framework for creating and managing the statewide benefits packages offered by the State of North Carolina to its employees. Benefits Administration's options allow for a diverse range of benefits and can accommodate even complex benefits plan definitions.

Listed below are some of the key payroll-related benefits that have been identified as a result of the BEACON HR/Payroll System implementation.

- **Automated Benefits Deductions**
  SAP integrates with payroll and health care vendors to automatically deduct State Health Plan and NCFlex costs from employee salaries.

- **Longevity Calculations**
  Longevity calculations will be performed automatically in SAP. Pro-rated calculations will also be automated.

- **Consolidated Employee Benefits Summary**
  The benefits summary displays an employee's current benefits and allows users to view past selections (after initial selection in SAP).

- **Health Care Benefits Selection**
  With SAP, an employee can enroll and administer his or her health care benefits via Employee Self Service (ESS). Benefits Administrators can check to see if an employee might have missed some choices and correct the entries or notify the employee as needed. Employees can also view and print their finalized benefits statements via ESS.

- **Benefits Termination**
  Unlike the current system, in which health care benefit terminations are conducted manually, SAP will automatically terminate health care coverage upon an employee's separation.